

AGENDA  
MASSACHUSETTS AFL/CIO  
EXECUTIVE COUNCIL MEETING  
APRIL 17, 1986  
PARK PLAZA HOTEL - STANBRO HALL

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PRESIDENT'S REPORT

SECRETARY-TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

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COMMUNICATIONS:

From George Meany Center re: conference on Health Care Bargaining - April 21-22, 1986.

From Kevin Cotter, Bus. Mgr., Plumbers & Gasfitters Local 12 thanking Pres. Osborn for inviting him to reception for Harvard Trade Union students.

Invitation from Sheetmetal Workers Local 17 to attend corner stone laying ceremony on April 9th.

From Bob Scott, IUE District 2 Council Secretary-Treasurer, re: the IUE contributing \$500 to the Univ. of Mass. Michael Ventresca Scholarship Fund in the name of George E. Carpenter, Jr.

From the Hormel Company - a flyer showing products to be boycotted.

From Boston College, notice of meeting on March 25th re: the Boston Industrial Resolution.

From Maritime Trades Council re: notice of meeting of March 25th.

From Sheetmetal Workers Local 17 enclosing a brochure on their trade.

From United Way re: Allocations Committee Report.

From New England Israel Histadrut Committee inviting Sec.-Treas. Carpenter to be a head table guest at dinner honoring Ronald Alman.

From Susan Dunlop, Asst. to National AFL/CIO President, re: satellite video conference on June 14th.

From Comm. of Mass. Dir. of Personnel Nicholas Mitropoulos thanking Pres. Osborn for endorsement of candidacy of Andrew Woronka for appointment to the Methuen Housing Authority.

From National Sec.-Treas. Tom Donahue re: AFL-CIO Industrial Engineering Institute May 11-16 at Univ. of Wisconsin School for Workers.

Copy of mailing sent out from Mass. AFL/CIO on U.S. Savings Bonds program.

From Robert J. Halloran, Director of Labor Affairs, Blue Cross-Blue Shield, thanking Pres. Osborn for attending their Labor Seminar in Springfield.

From Boston University Director of Special Programs re: educational sessions on employment law.

Invitation to attend Israel Bonds dinner honoring Louis Mandarini, Business Mgr., Laborers Local 22.

From Gov. Dukakis thanking Pres. Osborn for letter of recommendation on behalf of Richard Heffernan and Kevin Mahar.

From Tom O'Connor, Office of the County Commissioners, thanking Pres. Osborn for offer to help in his upcoming campaign.

From John Larkin, Chairman, Strategic Planning Committee, United Way, re: meeting of Committee on April 22nd.

From Gary Countryman, Pres., Liberty Mutual, thanking Pres. Osborn for help in the United Way campaign.

From Jean Carr Walsh, Boston Teachers Union, thanking Pres. Osborn for opportunity to participate in the Harvard Trade Union Program.

From United Way of America re: HR 4380/Hoyer amendment.

From Dorothy Shields, Director, Dept. of Education, re: "Summer Schools for Union Women."

From Action for Boston Community Development re: rally/forum on Helth Care is a Right, on May 3rd at Gardner Auditorium.

From Israel Histradut advising Sec.-Treas. Carpenter of Committee meeting on April 17th at 4:00 P.M. for dinner honoring Ronald Alman.

From Lahey Clinic Dr. Robert E. Wise thanking Pres. Osborn for help in their problem of building additional inpatient beds.

From Greater Boston Labor Council - request for contributions to the Labor Dund for Health Planning.

From Guy Colletti, Nat. Rep., AFGE, re: Mass. AFL/CIO's involvement with Homeless of Boston.

From Bert Seidman, Dir., OSHA, to Pres. Osborn re: resolution concerning "Defederalization of the Administrative Funding of the UI/Job Service Programs."

From Ralph Roberts, Atty. at Law, asking Pres. Osborn for support in having Harry Demeter as Administrative Law Judge on the Workers Comp. Review Board.

From Edward Sullivan, Bus. Mgr. Local 4 Elevator Construction Union -- copy of letter he sent to Gov. Dukakis recommending Richard Heffernan and Kevin Mahar for positions as Law Judges.

Copy of letter from Thomas Deary, Editor/Publisher, Labor News and Commentary, to Joel Pressman, Chairman, Industrial Accident Board, giving Kevin Mahar a high recommendation for position on the Board.

Notice from Jewish Labor Committee giving list of upcoming events.

Copy of letter to Patricia Hanratty, Exec. Dir., State Industrial Services Program, from IUE Local 206, re: Reemployment Benefits guaranteed under the Mass. Plant Closing Law.

From Kristin Demong, Dir., Division of Employment Security, re: regulations being considered for plant closing law.

From Resource Center for Busines at Salem State College to Sec.-Treas. Carpenter re: the services provided by the Center.

From National Alliance of Business re: conference on May 4-6 in Hyannis, Mass. re: Cooperative Ventures in a Full-Employment Economy.

Thank you from The Jerry Clinton Appreciation Committee for donation.

Notice from Oper. Eng. Local 4 announcing the election of Charles DeRosa as Business Manager of the Local.

From Greater Boston Forum for Health Action re: search for successor to David Mundel.

From Daniel Kearney, National V.P., AFGE, -- copy of leter sent to Congressman Barney Frank re: changes in compensation of federal employees injured on the job.

Notice of next meeting - Water Resources Planning Task Force.

From Ohio AFL/CIO - call to convention - June 11, 12 and 13, 1986.

From National AFL/CIO Director of Dept. of Economic Research, Rudy Oswald, enclosing booklets on Reagan's budget proposals and also enclosing the Executive Council's report to the Convention on the economy and trade.

COMMUNICATIONS: (Cont'd)

From National AFL/CIO President Kirkland re: policy to be followed when full-time AFL-CIO state or local central body officer or staff person becomes a candidate for full-time local or national union office in a contested election.

From New England Israel Histadrut Committee re: Israel Night at Pops, on June 8th.

From Lou Kanegson, Israel Histadrut, confirming Pres. Osborn speaking at the dinner honoring Ronald Alman.

From Blue Cross-Blue Shield Director Robert Halloran re: the conference on alcoholism.

From Sen. John Kerry thanking Pres. Osborn for his letter expressing opposition to Senate Bill 1935.

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MASSACHUSETTS AFL-CIO COUNCIL

FINANCIAL REPORT

MARCH 1986

GENERAL FUND	CREDITS	DEBITS
On hand 3/1/86	\$ 62,534.58	
Receipts for March	49,812.16	
General Disbursements for March		\$ 57,530.02
Payroll and Taxes for March		26,301.86
Balance - 3/31/86	\$ 28,514.86	

PER CAPITA RECEIVED ON 198,650 MEMBERS

DISBURSEMENTS FOR MARCH

1. Officers Expenses	108.40
2. Directors Expenses	1,545.66
3. Executive Board Expenses	319.16
4. N.E. Telephone	1,859.59
5. Boston Edison	254.34
6. Office Expenses	325.31
7. Office Supplies	1,065.44
8. Printing	772.22
9. Postage	2,000.00
10. P.R. Expenses for Feb/March	1,200.00
11. Auto Leases - Feb/March	1,886.27
12. Conferences/Conventions	1,646.81
13. Blue Cross/Blue Shield (2 months)	6,067.60
14. Rent - 2 months	4,400.00
15. Gas and Oil	214.13
16. Subscriptions and Books	814.38
17. Staff Expenses	43.26
18. New Building Expenses	11,500.00
19. Disability Insurance (2 months)	1,276.50
20. ADP Payroll Services	80.20
21. Attorney's Fees (2 months)	1,000.00
22. Flowers and Fruits	185.90
23. Photo Services	488.25
24. Pension Plan (6 months)	16,000.00
25. Auto Insurance	680.00
26. Balance due W/Comp. Insurance	202.00
27. Messenger Service	11.50
28. Union Caterer	997.50
29. Miscellaneous	199.55
TOTAL	\$ 57,530.02

ASSETS:

Patriot Bank - C.D.	\$ 100,000.00
Boston Safe Deposit	115,132.92
Petty Cash	100.00
Department of Labor	400.00

\$ 216,632.92

	CREDITS	DEBITS
<u>VOTER REGISTRATION: MARCH 1986</u>		
On Hand 3/1/86	\$ 13,177.87	
Deposits	11,963.97	
<u>Expenses - March</u>		
TOPCO - T-shirts, etc.	\$ 1,846.50	
AFL/CIO Data Processing	73.12	
Best Western	175.00	
Donations	400.00	
Rich Rogers	44.20	
Sign Painter	250.00	
	<hr/>	<hr/>
	\$ 2,791.82	
Balance 3/31/86	\$ 23,350.02	

PENSION PLAN:

On Hand 3/1/86	\$ 2,025.08	
Deposits	16,000.00	
Interest	27.52	
	<hr/>	
	\$ 18,052.60	

## MASSACHUSETTS AFL/CIO

## CHANGES IN MEMBERSHIP

MARCH 1986

LOCAL UNION	FROM	TO	+	-
ACTWU	642	150	120	30
AFSCME	165	409	414	5
	294	198	201	3
	507	169	170	1
	643	356	358	2
	651	1452	1460	8
	683	212	225	13
	851	618	590	28
	1736	175	196	21
	1809	31	30	1
	1990	94	93	1
	2616	212	222	10
	2747	117	122	5
	2894	89	81	8
	2905	133	132	1
AFT	6	413	434	21
	495	677	679	2
	1895	256	405	149
	3199	130	124	6
	3961	25	26	1
ATU	1037	100	101	1
	1205	201	200	1
DALU	22804	400	300	100
IAFF	144	215	214	1
	792	224	228	4
	971	69	72	3
IAMA	1420	224	90	134
IAMW	38	2400	2200	200
IBEW	717	62	63	1
	2222	6487	6339	148
IBPA	296	26	25	1
	655	30	24	6
ICWU	414	282	269	13
IFPE	112	90	88	2
	151	30	27	3
ILGWU	178	2500	2000	500
	229	105	95	10
	313	381	361	20
IUE	206	650	350	300
	210	62	64	2
	219	29	30	1
	254	308	300	8
	271	92	91	1
	273	86	83	3
	274	187	176	11
	286	353	355	2
	288	384	378	6
	296	21	23	2
IUMS	5	719	784	65
	90	150	120	30
IWIU	122	72	71	1
LIU	473	302	350	48
	609	455	456	1
	1020	88	90	2
LWIU	21	300	250	50
OPEIU	6	1000	1500	500
	247	128	127	1
RWDSU	224	988	1015	27
	583A	293	297	4
	584A	168	171	3
SEIU	211	252	248	4
TNG	27	0	140	140
UFW	154	388	548	160
UPIU	197	285	395	110
	372	235	225	10

LOCAL UNION	FROM	TO	+	-
UPIU 579	424	428	4	
URW 1051	200	197		3
USA 3638	107	90		17
	12	10		2
5989	154	156	2	

TOTAL		1323		1661
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## MASSACHUSETTS AFL/CIO

DELINQUENT LOCALSMARCH 1986

LOCAL UNION	DATE LAST PAID	AMOUNT
AFT 1896	Over 1 Year	\$ 105.00
3191	"	198.00
IBPA 29	"	87.00
ITU 13	"	1,800.00
IUE 272	"	24.00
297	"	288.00
LIU 1162	"	852.00
NALC 1	"	900.00
OCAW 86	"	84.00
SEIU 495	"	2,400.00
UPIU 121	"	456.00
599	"	99.00
1102	"	324.00
USA 2237	"	60.00
2269	"	60.00
3722	"	108.00
DALU 21432	March 1985	206.25
IBPA 691	April 1985	150.00
APWU A	May 1985	450.00
ICWU 260	June 1985	92.00
SEIU 398	"	602.00
UPIU 204	July 1985	280.00
USA 8981	"	129.50
AFT 3227	"	17.50
HLW 87	August 1985	90.00
IAFF 1768	"	153.00
IUE 233	"	82.50
GAU 204	September 1985	63.75
ICWU 57	"	177.50
RWDSU 1199	"	1,250.00
TSE 454	"	21.25
USA 3746	"	62.50
3859	"	126.25
IBPA 346	October 1985	29.00
LIU 385	"	400.00
SEIU 285	"	4,500.00
IBPA 709	November 1985	24.00
IFPT 149	"	195.00
IUE 291	"	375.00
URW 506	"	24.75
USA 7644	"	18.75
<b>TOTAL</b>		<b>\$ 17,365.50</b>



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FOR LABOR STUDIES, INC.  
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March 11, 1986

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**John J. Sweeney, International President**  
Service Employees International  
Union

**William H. Wynn, International President**  
United Food and Commercial  
Workers International Union

**TO: Research and Education Directors of  
National & International Unions**

**FROM: Richard Dwyer & Jeffrey MacDonald**

**SUBJECT: Health Care Bargaining Videoconference  
April 21-22, 1986**

Attached for your information is a letter which was sent to your President last week regarding a videoconference on bargaining for health care cost containment.

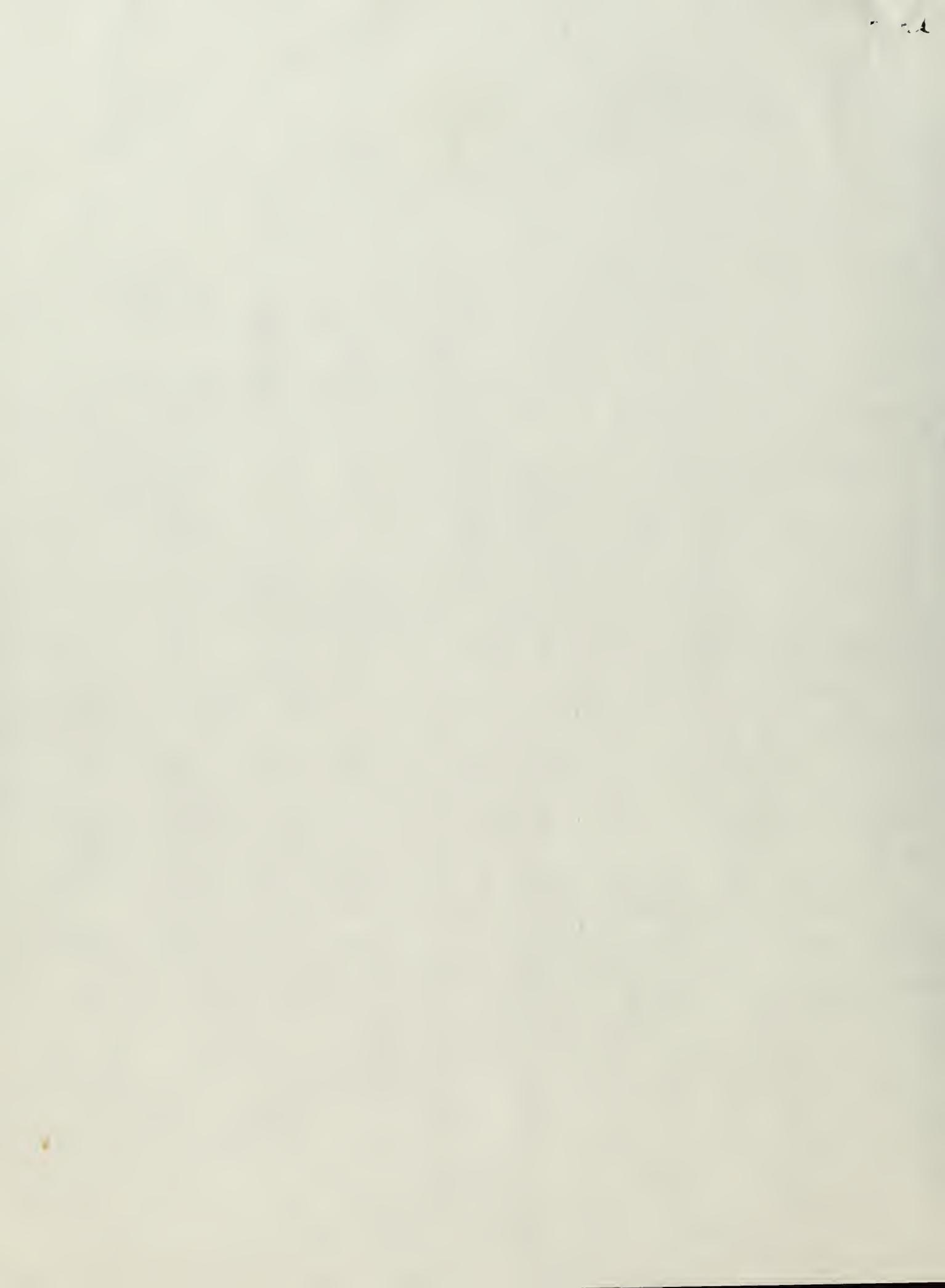
This videoconference is being jointly sponsored by the George Meany Center for Labor Studies, LIPA, and the AFL-CIO Department of Occupational Safety, Health & Social Security, and is scheduled for April 21 and 22 at 18 sites throughout the United States.

Further, we've attached the Eastern Standard Time video conference agenda and a memorandum to the University site coordinators which outlines the objectives and substantive issues dealt with in the two day conference.

We would appreciate any assistance you can provide in promoting the program within your organization. Local unions should be instructed to contact the most convenient conference site for specific registration information.

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**GEORGE MEANY CENTER  
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March 3, 1986

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Service Employees International  
Union

**William H. Wynn, International President**  
United Food and Commercial  
Workers International Union

**TO ALL PRESIDENTS OF NATIONAL AND  
INTERNATIONAL UNIONS**

Dear President :

You received a letter from President Lane Kirkland dated February 12, 1986, announcing a video conference which will address the use of bargaining for health care cost containment. As President Kirkland indicated this program is scheduled for many sites throughout the United States, and I thought it would be helpful for you to have more specific information about sites and coordinators so that you might better promote this important video conference.

Attached is a list of the sites and the coordinators that you could pass on to your locals in those areas.

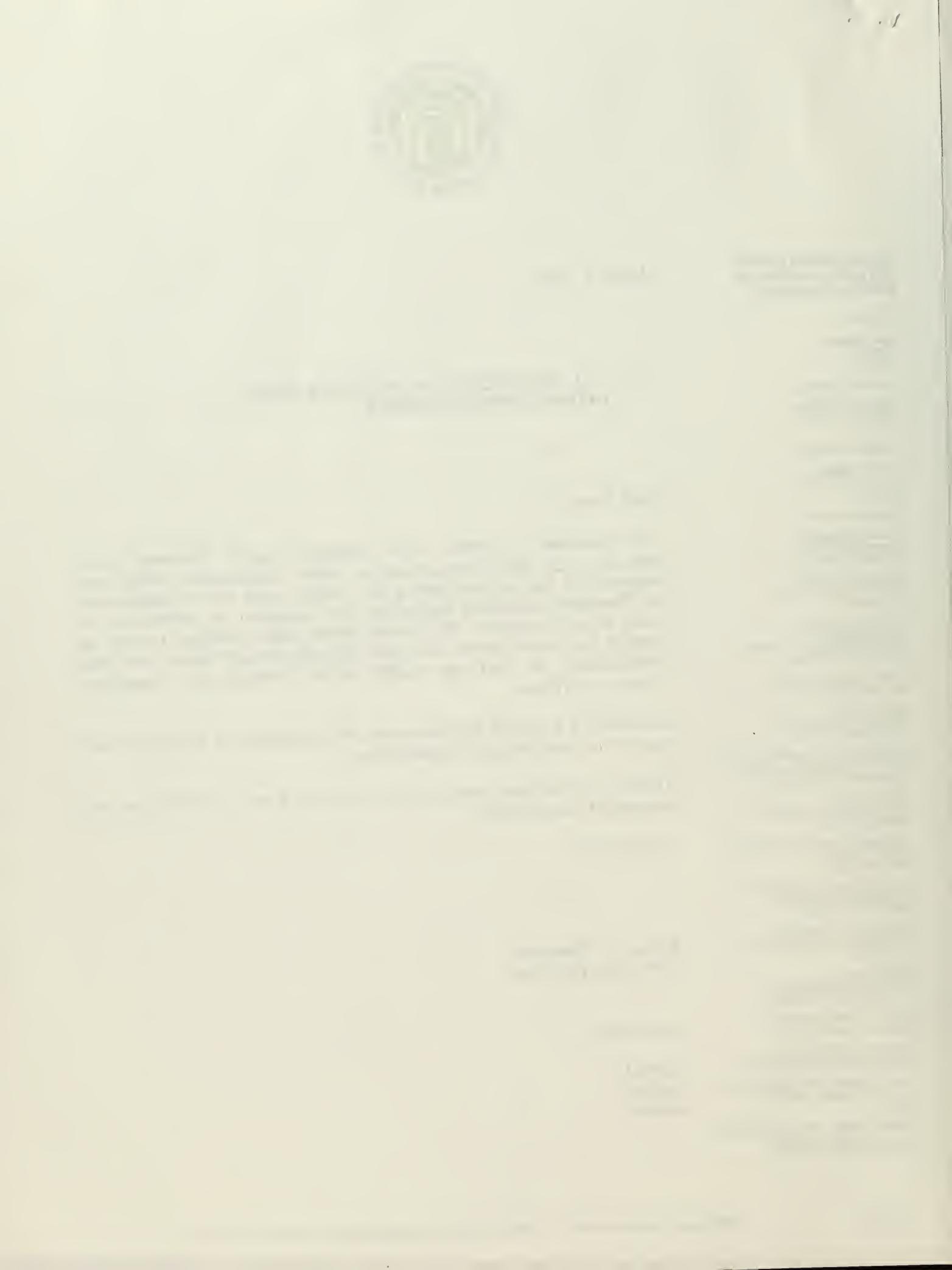
Thank you for any cooperation you can give in promoting this important conference.

In solidarity,

**Robert J. Pleasure**  
Executive Director

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Albert Shanker, President  
American Federation of Teachers

John J. Sweeney, International President  
Service Employees International  
Union

William H. Wynn, International President  
United Food and Commercial  
Workers International Union

February 5, 1986

*[Handwritten signature]*

TO: University Video Conference Site Coordinators  
FROM: Richard E. Dwyer, Deputy Director  
George Meany Center for Labor Studies  
RE: Health Care Video-Conference

Due to the economics of the health care industry and the generally poor bargaining environment over the past several years, there is hardly a labor agreement negotiated today where the issue of increasing health insurance costs is not a major bargaining problem.

The overall objective of this video-conference is to train union officers and staff to use the bargaining process to initiate health care cost containment strategies which begin to bring health care costs under control without reducing negotiated health care benefits.

The first substantive section of the program which would include the 11:30 to 12 Noon telecast and the Noon to 12:45 p.m. call-in from the sites will be conducted by Jeffrey MacDonald, Senior Staff Associate, George Meany Center for Labor Studies. These time slots plus the 1:45-2:30 p.m. on-site program will focus on the different health care bargaining strategies and discuss the strategic bargaining problems associated with employer's aggressive attempts to either eliminate existing benefits or shift the cost of these benefits to employees.

The second section of the teleconference which includes the time slots from 2:30-3:00 p.m. video, the 3:00 to 4:00 p.m. call-in from the sites will be conducted by Meredith Miller, Research Analyst, SEIU. These time slots along with the 4:15-5:30 on-site program will discuss the basic structure and design features of negotiated health care packages providing a systematic way to evaluate employer cost shifting problems and finally common employer arguments like the need to "share the cost." The last part will be named an evaluation of the Rand Report.

The third section will be conducted solely on-site and includes a video developed specifically for this program. (This video is incorrectly identified as a film in your original program.) In the Eastern Standard Time this on-site program will last from 7:30-9:30 p.m. and could be shifted to 8:30-10:30 the following morning since you will see from your program that we do not begin broadcasting until 11:00 a.m. (In other time zones you will have to modify this developed on your own particular needs.) This section deals with the use of financial and utilization data in contract negotiations. This section will discuss union rights to information, what to ask for, and finally how to use the information to identify major cost containment problem areas that have to be addressed in a negotiated cost containment program.

The fourth section of our program which starts the second day will begin with the video broadcast from 11:00 to 11:45 a.m. followed by a 45 minute call-in period. This will be conducted by Karen Ignagni, Assistant Director, Occupational Safety, Health and Social Security Department, AFL-CIO. The 30 minute video which will be provided for you and the one hour on-site discussion from 2:00-3:00 p.m. will complete this fourth section and be a thorough disucssion of the various negotiated cost containment initiatives, e.g., pre-admission testing, second opinion programs, case management, P.P.O.'s, etc.

The final section includes the broadcasting of the panel discussion from 3:00-4:00 p.m. and the call-in from 4:00-4:45 p.m. and looks at major industry settlements and their impact on controlling health care costs. This panel will be made up of top union negotiators who play a major role in the on going development of cost containment initiatives in their respective unions. We have invited Pat Glenn, Benefits Specialist, United Rubber Workers; Pat Killeen, Assistant Director of UAW Social Security Department; Linda Lampkin, Research Director, American Federation of State, County & Municipal Employees; John Fleming, Administrative Director, BCTWU Health and Welfare Fund; and Lana Felton, Director, National Benefit Fund, National Union of Hospital and Health Care Workers.

I hope this will be helpful in your efforts at publicizing the teleconference. If you have any questions please feel free to contact me.

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UNIVERSITIES INVOLVED IN THE VIDEOCONFERENCE

1. Morris Fried, Director  
University of Connecticut  
Labor Education Center  
Storrs, CT 06268  
203/486-3417
2. Mary Lehman, Director  
Cornell University  
NY State School of Industrial & Labor Relations  
Ithaca, NY 14853  
607/256-3281
3. Richard Hindle, Associate Professor  
The Pennsylvania State University  
Department of Labor Studies  
901 Liberal Arts Tower  
University Park, PA 16802  
814/865-5425
4. Richard Humphreys, Director  
West Virginia University  
Institute for Labor Studies  
710 Knapp Hall  
Morgantown, WV 26506  
304/293-3323
- \* 5. Edgar Lee, Assistant Director  
University of the District of Columbia  
Labor Studies Center  
724 9th Street, N.W., #500  
Washington, D.C. 20001  
202/727-2326
- \* 6. Andrew Banks, Assistant Director  
Florida International University  
Center for Labor Research & Studies  
Tamiami Trail  
Miami, FL 33199  
305/554-2371
7. David Patton, Associate Professor  
The Ohio State University  
Labor Education & Research Service  
1810 College Road  
Columbus, OH 43210  
614/422-8157

8. Lee Balliet, Director  
Indiana University  
Division of Labor Studies  
Owen Hall 101  
Bloomington, IN 47401  
812/335-9082
9. Hal Stack, Director  
Wayne State University  
The Labor Studies Center  
6001 Woodward Avenue  
Detroit, MI 48202  
313/577-2191
10. Neil VandeVord, Professor  
Michigan State University  
Labor Program Service  
432 South Kedzie Hall  
East Lansing, MI 48824  
517/355-5070
11. Helen Elkiss, Associate Professor of LIR  
University of Illinois  
Institute of Labor & Industrial Relations  
504 East Armory  
Champaign, IL 61820  
217/333-0980
12. John Lund, Visiting Professor  
The University of Wisconsin  
School for Workers  
422 Lowell Hall  
610 Langdon Street  
Madison, WI 53703  
608/262-2111
13. Larry Casey, Director of Building Trades  
University of Minnesota  
Labor Education Service, IRC  
437 Mgmt. & Econ. Building  
271 19th Avenue South  
Minneapolis, MN 55455  
612/373-3662
14. Emory Via, Director  
University of Oregon  
Labor Education & Research Center  
154 PLC  
Eugene, OR 97403  
503/686-5054

15. Paul Chown, Chairman  
University of California - Berkeley  
Center for Labor Research and Education  
2521 Channing Way  
Berkeley, CA 94720

16. James Nickels, Director  
University of Arkansas at Little Rock  
Labor Education Program  
33rd and University  
Little Rock, AR 72204

\* 17. George Boyle, Director  
University of Missouri  
Labor Education Program  
1004 Elm Street  
Columbia, MO 65211  
314/882-8358

\* 18. Roberta Till-Retz, Program Director  
University of Iowa  
Labor Center  
S102 OH  
Oakdale, IA 52319  
319/353-5355

\* 19. John Kretzschmar, Coordinator  
University of Nebraska at Omaha  
William Brenan Institute for Labor Studies  
Peter Kiewit Conference Center  
Omaha, NE 68182  
402/554-3340

\* 20. June McMahon, Coordinator of Labor Programs  
University of California - Los Angeles  
Center for Labor Research & Education  
9244 Bunche Hall  
Los Angeles, CA 90024  
213/825-9603

\* 21. Erica Bronstein, Director  
Southeastern Massachusetts University  
Labor Education Center  
North Dartmouth, MA 02747

\* It is our hope to offer the video conference at these sites and are currently working with the site coordinators to work out certain technical problems associated with their ability to receive this program via satellite.



VIDEOCONFERENCE SCHEDULE - EASTERN STANDARD TIME

Day One - Monday, April 21, 1986

<u>Time</u>	<u>Duration</u>	<u>Topic</u>
11:00 a.m.	15 minutes	Welcoming Introduction
11:15 a.m.	15 minutes	Program overview <ul style="list-style-type: none"> <li>● Objectives</li> <li>● Ground rules</li> <li>● Administrative details</li> </ul>
11:30 a.m.-12:00	30 minutes	First Presentation - Overview of Health Care Bargaining
12:00 noon-12:45	45 minutes	Call in from sites
12:45 p.m.- 1:45	1 hours	Lunch
1:45 p.m.-2:30	45 minutes	On site program
2:30 p.m.-3:00	30 minutes	Second Presentation - Employer Cost Shifting Strategies
3:00 p.m.-4:00	1 hour	Call in from sites
4:00 p.m.-4:15	15 minutes	Break
4:15 p.m.-5:30	1 hour 15 minutes	On site program
5:30 p.m.-7:30	2 hours	Break
7:30 p.m.-8:00	30 minutes	Film #1 - Using Financial and Utilization Data in Contract Negotiations
8:00 p.m.-9:30	1 hour 30 minutes	On site program



KEVIN L. COTTER  
BUSINESS MANAGER

HARVEY L. FLEITMAN  
BUSINESS AGENT

JOSEPH K. WALSH  
SECRETARY-TREASURER

# Plumbers and Gasfitters Local Union No. 12

PRESIDENT  
JOSEPH H. MULLIGAN  
VICE PRESIDENT  
STEPHEN F. FARRELL

## BOSTON AND VICINITY

United Association of Journeymen and Apprentices of the Plumbing and  
Pipe Fitting Industry of the United States and Canada  
Affiliated with the A. F. of L. and C. I. O.

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3/20/84  
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1240 MASSACHUSETTS AVENUE, BOSTON, MASS. 02125  
TEL. 288-6200

© (92)

March 18, 1986

Mr. Arthur Osborn  
President Mass State AFL-CIO  
Eight Beacon Street  
Boston, MA 02108

Dear Arthur,

It was a pleasure to attend the reception which you and the AFL-CIO sponsored last Friday evening on behalf of the Trade Union Program Students.

The Harvard Faculty Club was very impressive and I am sure our brother Trade Union Members from all around the world will always remember the Massachusetts State AFL-CIO.

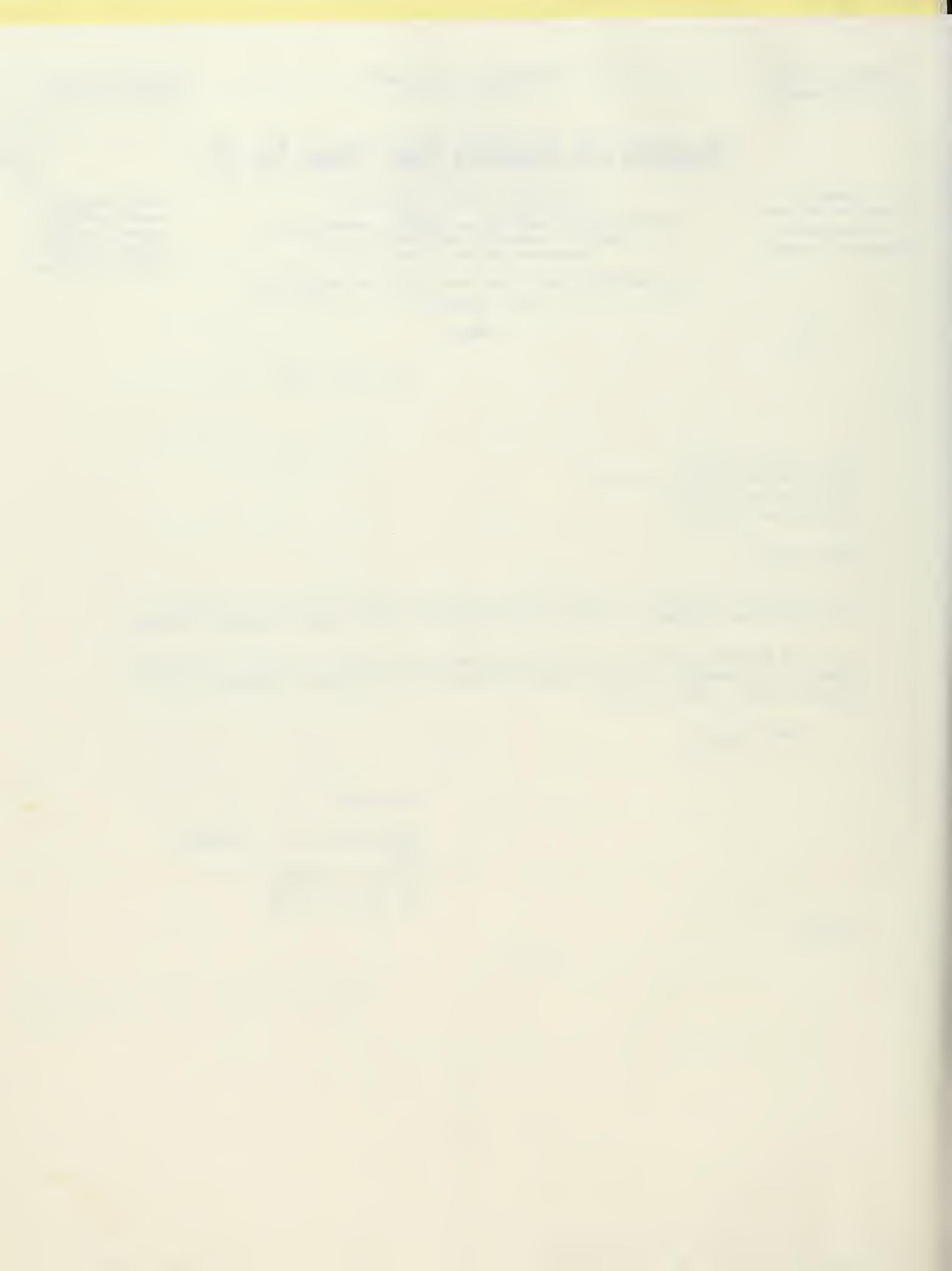
Thanks again.

Sincerely,

*Kevin L. Cotter*

Kevin L. Cotter  
Business Manager

KLC/dag



PETER S. diCICCO  
PRESIDENT  
JAMES D. FOLAN  
VICE PRESIDENT  
ROBERT S. SCOTT  
SECRETARY-TREASURER



NEW ENGLAND DISTRICT COUNCIL TWO

INTERNATIONAL UNION of ELECTRONIC, ELECTRICAL,  
TECHNICAL, SALARIED and MACHINE WORKERS

AFL - CIO

PAUL JENNINGS BUILDING

335 Central Street, Saugus, Massachusetts 01906-2398

(617) 233-4807

March 20, 1986

*Refer to  
Communication  
M.E.C.*

Mr. Ed Fire  
Secretary-Treasurer  
IUE, AFL-CIO  
1126 Sixteenth Street, N.W.  
Washington, D.C. 20036-4866

Dear Ed:

This will serve to confirm our telephone request of March 19, 1986, regarding the International's COPE Fund \$500 contribution being forwarded in the name of George E. Carpenter, Jr., to the "University of Massachusetts/Boston, Michael Ventresca Scholarship Fund".

Please forward the check directly to the Massachusetts State Labor Council, AFL-CIO, located at 8 Beacon Street, Boston, Massachusetts 02108, to the attention of Phyllis.

Your cooperation is very much appreciated. Thank you.

Fraternally,

Robert S. Scott  
Secretary-Treasurer  
IUE New England District  
Council Two, AFL-CIO

dmk

cc: A. Cummings  
G. Carpenter, Jr.



# ATTENTION!

Refer to  
Communication  
et. & C.

The following list contains the products and brand names marketed by the George Hormel Co. Let your local retailers know what you think of the Hormel Co.'s labor relations.



## Trademarks

A list of Hormel Registered trademarks . . .

**BAM**® breakfast strips  
Banner design used on packaging for bacon and pork sausage  
**BASEPAC**® feeds  
**BAVARIAN BRAND WUNDERWURST**® braunschweiger  
**BEFRY 100**® shortening  
**BLACK LABEL**® bacon and ham  
**BRAM**® ham loaf  
**BURGERMEISTER**® salami  
**CASA GRANDE**® taco shells, menudo beef tripe and hominy stew  
**COOL 'N FRESH**® drink mixes  
**CORETRATE**® gelatin  
**COUNTRYSIDE**® sausage  
**CURE 81**® ham  
**CUREMASTER**® ham  
D-shaped can design for meat products  
**DAIRY BRAND**® cervelat  
**DI LUSSO**® genoa  
**DINTY MOORE**® stew, corned beef, noodles 'n chicken or roast beef with gravy  
**ENPAC**® feeds  
**ENTREE DE-LIGHT**® frozen main dishes  
**EXL**® ham  
**FAIRMOODS OF THE WORLD**® meatballs and beef stroganoff  
**FAST'N EASY**® precooked meats  
**FLAVORSET**® gelatin  
**FRANK 'N STUFF**® franks  
**FULL MENU**® ham  
**GOLD'N LITE**® precooked breaded cauliflower, potatoes, mushrooms and breaded cheddar cheese curds  
**GREAT BEGINNINGS**® entree makers  
**HARBOUR LITE**® seafood chowders  
**HEARTY HELPINGS**® cooked dishes  
**HOMELAND**® sausage  
**HORMEL**  
**HORMEL** logo  
**JADE**® corn oil  
**LAYOUT PACK**® wide-shingled bacon  
**LEONI BRAND**® pepperoni  
**LIGHT & LEAN**® Canadian bacon and ham

**LITTLE SIZZLERS**® pork sausage  
**LUMBERJACK**® beef roll  
**MARY KITCHEN**® roast beef hash or corned beef hash  
**OKC**® steaks  
**OLD SMOKEHOUSE**® Bar-B-Q sauce  
**OLD TYME**® sausage  
**PEPTEIN 2000**® hydrolyzed animal protein  
**PF-6**® hydrolyzed animal protein  
**PILLOW PACK**® pepperoni  
**POLYPRO 5000**® hydrolyzed animal protein  
**PRIMISSIMO**® ham  
**PROPASS**® feeds  
**QUICKSET**® gelatin  
**RANGE BRAND**® bacon  
**RANGE BRAND WRANGLERS**® smoked franks  
**ROSA GRANDE**® pepperoni  
**SHORT ORDERS**® individual canned servings  
**SIZZLING DOGS**® wieners  
**SKINNY DIPS**® vegetable and dairy based snack dip  
**SOLLAGEN**® collagen  
**SPAM**® luncheon meat, T-shirts  
Deviled **SPAM**® luncheon meat  
**SPUD-FRY**® shortening  
**SUPER SELECT**® pork  
**SUREPAC**® feeds  
**TATER DOGS**® batter-wrapped wieners  
**TENDERSET**® gelatin  
**THE SUNDAY BACON**® (no generic name needed)  
**TOTEM PAK**® wieners  
**TUFF FRY**® liquid shortening  
**VIKING**® summer sausage  
**WRANGLERS**® smoked franks and bacon  
**WUNDERWURST**® braunschweiger  
**100 PLUS**® shortening

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# WE'RE NOT GONNA TAKE IT

After giving concessions to the George A. Hormel Company 16 times in the past 23 years, the members of UFCW Local P-9 in Austin, Minnesota decided they'd had enough. After a year in which they'd suffered through an epidemic of injuries at six times the national meatpacking average, P-9 decided it had to do something.

On August 17, 1985 they began a strike that has electrified the American labor movement by building an unprecedented level of unity among workers from coast to coast. How did they do it? Why have they been able to hold out for seven months in the face of the National Guard and a powerful corporation that has stopped at nothing in its efforts to drive P-9 back to work?

The answers are all found in We're Not Gonna Take It, a new fifteen minute home video directed by Academy Award nominee Pamela Yates. Through interviews, music, and action-packed footage, We're Not Gonna Take It tells the story of P-9's fight against concessions and how it has become a rallying point for millions of other workers who find themselves in the same boat.

It's all here...The leaders of the roving pickets which have shut down production at Hormel plants from Seattle to Dallas to Atlanta...The National Guard being used to escort strikebreakers into the plant...The most sophisticated strike support apparatus seen in America since the Flint sit-downs half a century ago...The huge marches of the workers at P-9's sister plant in Ottumwa, Iowa, where the members of UFCW Local 431 have stayed off the job for nearly two months in solidarity with the Austin workers...The historic national support rally held in Austin on February 15.

We're Not Gonna Take It takes all these elements and more and weaves them into a compact whole which not only conveys a wealth of information but packs an emotional wallop. Perfect for union meetings, church functions, or just a gathering of friends in your living room. See for yourself why Local P-9 has become the focus of the growing national movement against givebacks and concessions. Order today.

Format: 1/2 inch VHS

Price: \$20 each (postage included)

\$40 each for institutions, libraries, commercial media outlets

Make checks payable to NRFAC and send to National Rank & File Against Concessions, c/o USWA Local 7263, 312 21st Street, Newport MN 55055.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

**"They say a picture is worth a thousand words and this video tells the story of our strike and the movement against concessions far better than I ever could. I urge you to buy a copy and show it to every organization and every individual you can. We're Not Gonna Take It is one of the most powerful weapons we have in our battle against the Hormel Company."**

**Jim Guyette, President, UFCW Local P-9**

BOSTON COLLEGE  
CHESTNUT HILL, MASSACHUSETTS 02167  
(617) 552-3930

*Refer to  
Community Center  
J.T.E. 1*

BOSTON CITIZEN SEMINARS

March 20, 1986

REMINDER NOTICE

The Boston Industrial Resolution is the subject of the next Boston Citizen Seminar which will take place in the Enterprise Room, 5th floor, State Street Bank and Trust Company, 225 Franklin Street, Boston, Tuesday, March 25 at 4:00 p.m. Co-sponsor of this meeting is the Greater Boston Chamber of Commerce.

The participants in this important meeting represent diverse interests in business, development, academia, the City of Boston and its neighborhoods. They will discuss the problems caused by changing land uses and the transition from manufacturing to a service economy. They are: Dr. Niathan Allen, President of Lena Park Community Development Corporation; Dr. Barry Bluestone, Professor of Economics and Senior Research Associate, Social Welfare Research Institute, Boston College; Buzz DiMartino, Partner, Trammell Crow Company; John J. Galvin, President, New England Lithograph Company, Incorporated; and Marilyn Swartz Lloyd, Director, Economic Development and Industrial Corporation of Boston.

The Moderator will be Richard D. Driscoll, President of the Bank of New England, N.A. and Chairman of the BOSTON 2000 Project of the Greater Boston Chamber of Commerce.

After the speakers deliver their formal papers, the meeting will be open for questions and discussion. At the conclusion of the meeting, approximately 6:00 p.m., there will be a reception in the Downtown Club on the 33rd floor to which all are invited.

If you plan to attend this seminar and have not already notified us, please call the Management Center at Boston College, 552-3930.

We are looking forward to seeing you on March 25, 1986.

John T. Galvin  
Seminar Planning Committee

P.S. Registration at 3:30 p.m.



# MARITIME TRADES COUNCIL

## OF GREATER BOSTON AND NEW ENGLAND AFL-CIO



11 ROGERS STREET - GLOUCESTER, MA 01930 - (617) 283-1167

74

MIKE ORLANDO  
PRESIDENT  
E. W. BUFFUM  
SECRETARY-TREASURER  
M.T.D. AFFILIATES  
Boston Cement Masons and  
Asphalt Layers Union  
Local No. 534  
Building & Construction Trades  
Council of the Metropolitan District  
District Lodge No. 38  
I.A. of M. & A. W.  
Glaziers' and Glassworkers  
Local Union No. 1044, AFL-CIO  
International Brotherhood of  
Electrical Workers  
Local 103 of Greater Boston  
International Brotherhood of Firemen  
and Oilers Local #3  
International Brotherhood of  
Painters & Allied Trades  
District Council No. 35  
International Organization of  
Masters, Mates & Pilots  
International Union of  
Elevator Constructors  
Local No. 4  
International Union of  
Operating Engineers  
Local No. 4 & It's Branches  
Laborers International Union of  
North America, AFL-CIO - Local 223  
National Maritime Union of  
North America, AFL-CIO  
Pipfitter's Association  
Local Union 537, U. A.  
Roofers Local Union No. 33  
of the United Union of Roofers,  
Waterproofers and Allied Workers  
Seafarers International Union  
of North America, AFL-CIO  
Service Employees International Union  
Local 254, AFL-CIO  
Sheet Metal Workers  
International Association  
Local Union No. 17  
Union Brotherhood of Carpenters &  
Joiners of America - Local Union No. 56  
United Brotherhood of Carpenters &  
Joiners of America Millwright  
Local No. 1211

March 13, 1986

Dear Sir and Brother:

The next meeting of the Maritime Port  
Council will be held on Tuesday, March 25, 1986  
at Nick's Restaurant, 100 Warrenton Street,  
Boston, Mass.

The meeting will be called to order at  
12:30 P. M. and a luncheon will follow the  
meeting.

Looking forward to meeting with you at  
this important meeting.

Sincerely and fraternally,  
*Michael P. Orlando*  
Michael P. Orlando  
President

MPO/am

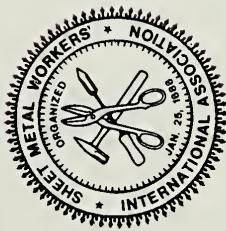


PHONE  
MEMO

TO	Phyllis	DATE	4/14	TIME	1145 <sup>AM</sup>
FROM	M Susan	AREA CODE		NUMBER	PM
OF	Paul Eustace's	EXTENSION			
MESSAGE	office				
The 22nd @ 1:15 is ok for Paul in Hyannis			SIGNED	AO	
PHONED <input checked="" type="checkbox"/>	CALL BACK <input type="checkbox"/>	RETURNED CALL <input type="checkbox"/>	WANTS TO SEE YOU <input type="checkbox"/>	WILL CALL AGAIN <input type="checkbox"/>	WAS IN <input type="checkbox"/> URGENT <input type="checkbox"/>

AIGNER FORM NO. 50-176





**SHEET METAL WORKERS  
INTERNATIONAL ASSOCIATION  
LOCAL UNION NO. 17**

A.F.L.-C.I.O.

1157 ADAMS STREET  
DORCHESTER, MA 02124  
Telephone 296-1680-81

**Productivity is More  
Than Just a Goal . . .**

it's how we do business. We take pride in our work and always strive to do the job right. It's the kind of productivity that pays off. That's a commitment you can count on.



**We're Working  
Hard to Save**

**Taxpayers'  
Money.**

Design: IDEAL IMAGES  
Photos: Pam White

# We're Sheetmetal Workers

## Local Union 17 . . .

### Sheetmetal Workers

#### At the

### Training Our Members: Quality Craftsmanship



and we have nearly 60 members working at the MBTA. We help maintain the 's fleet of trains, buses, street cars and other vehicles. We rebuild frames, install ductwork, replace vehicle bodies and perform a variety of other jobs. We save taxpayers tremendous sums of money annually because we're experts at our job.

For more than 75 years, Sheetmetal Workers have maintained a proud tradition of safety and quality craftsmanship. Our skilled and dependable workers are consistently cited for accommodation by the MBTA management. That's a tradition we plan to continue.



### Our Versatility Helps Keep Things Moving

Sheetmetal Workers are experienced in

a variety of materials. Whether its brass, fiberglass, aluminum or stainless steel, we can repair it. Our versatility helps get revenue-making vehicles back on track when they've been damaged on the road.

### MBTA Sheetmetal Workers . . . Proud and Productive.

Our Apprentice Program provides the MBTA with a pool of qualified and productive workers. Our training facilities will expand in 1986 when we dedicate a new \$3 million Training School, funded entirely by Union members. Quality training produces quality craftsmanship.

# Sheet Metal Workers International Association Local Union No.17

of Eastern Massachusetts and Rhode Island

A.F.L.-C.I.O.

1157 ADAMS STREET • DORCHESTER, MA. 02124

Telephones 296-1680 - 81

MICHAEL WALSH  
Business Manager

ROBERT D. SPINNEY  
Financial Secretary-Treasurer

Business Agents

JOHN BEAN

ROBERT FANNING

EDWARD MARKS

*Free  
Community  
Service*

Dear *George*

Service and reliability. These are two goals we are striving to obtain at the M.B.T.A. for the betterment of all concerned. The Sheet Metal Workers of Local #17 are distributing an informational pamphlet illustrating the value of our Brothers and Sisters who have done the job in the past and are looking forward to improving these services in the future.

The Sheet Metal Worker's intent is to work hand in hand with management to provide the best possible service for the public and, at the same time, save the taxpayer money with our expertise in repairing buses, trains, trolleys and other public transportation vehicles. That is good news, even in a healthy economy.

We feel it is high time the administration, engineers, general foreman, trades people and politicians walk tall when the words M.B.T.A. are used. Sheet Metal Workers are a small part of this endeavor. We are proud to say we are making every effort to do our part to make this a reality.

We hope you will recognize the value of hiring Sheet Metal Workers, who will continue to not only save the tax payer money, but also improve the M.B.T.A. reputation for service and reliability.

Please take a few minutes to look over our brochure. Feel free to call our office if you have any questions about our Union or the work we do at the M.B.T.A. for our fellow citizens.

Fraternally,

*Michael Walsh*

Michael Walsh  
Business Manager

Robert D. Spinney, Financial Secretary-Treasurer

Robert Fanning, Business Representative

John Bean, Business Representative

Edward J. Marks, Apprentice Coordinator





**United Way**  
OF MASSACHUSETTS BAY

Two Liberty Square  
Boston, MA 02109-3966  
(617) 482-8370

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Chairman of the Board  
Shawmut Bank of Boston, N.A.

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Charles F. Adams  
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Raytheon Company

**Past Chairman of the Board**  
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Vice President and Treasurer  
The Gillette Company

**Secretary**  
Mary B. Newman  
Consultant

**President & Chief Operating Officer**  
Robert X. Chandler

*Re: Ref &  
Communicated  
E.S.C.*

**MEMORANDUM**

**TO:** **Board of Directors**  
**FROM:** **Robert X. Chandler**  
**DATE:** **March 19, 1986**  
**SUBJECT:** **Allocations Coordinating Committee Report**

**The following will be presented at the Board of  
Directors' Meeting on Thursday, March 27, 1986, 12:00  
noon at United Way headquarters:**

**For Action:**

Enclosed please find a report from the Allocations  
Coordinating Committee for a New Initiatives and  
Emergencies Fund Recommendation for Catholic Family  
Services in Lynn. (Yellow)

**For Information:**

Also enclosed is a Summary of Multi-Year Allocations  
Evaluation.

*/sl*

**Enclosures**





TO: Board of Directors

FROM: Robert Cowden, Chairperson  
Allocations Coordinating Committee

DATE: March 18, 1986

RE: New Initiatives and Emergencies Fund Recommendation for Catholic Family Services in Lynn - \$23,000 grant for sliding fee scale day care to be paid over a two year period. - status of fund attached

#### SUMMARY

In 1985 Catholic Family Services assumed full responsibility for the Christ Child Nursery School in Lynn. The school serves 250 children of low-income families each day. It was founded by a local Catholic order of nuns. When it began to experience financial difficulties the leadership of the school approached Catholic Family Services to discuss a merger. Catholic Family Services agreed to take over the program and provide the management assistance needed to stabilize the agency.

Catholic Family Services made available all staff and limited financial resources of the agency to assist the school. It provided specialized training to the staff to deal with situations of abuse and neglect; hired a full time social worker; added time to the agency's psychiatrist to observe the children; added three new part time teaching staff; twice increased the fees charged to parents; and negotiated a 6% increase from the state to cover costs for follow-up on abuse and neglect cases.

Catholic Family Services has developed a three year plan beginning in 1986 to increase parent fees. The current weekly rate is \$58 per child. The 1988 rate per child will be up to \$72 per week or 24% growth over two years.

#### REQUEST

The Catholic Family Services requested \$23,000 for each of the next two years to cover the cost of child care for parents on the sliding fee scale unable to afford the full cost and toward the cost of management services, supervision of the social worker and in-service training for day care staff. The estimated cost of operation for the school is \$553,860. Projected revenue is \$530,369 from contributions (\$33K), fees (\$324K), government (\$171K), and other (\$2K).

#### RECOMMENDATION

The Allocations Coordinating Committee is recommending a \$23,000 grant for sliding fee scale day care to be paid over a two year period at \$14,000 in 1986 and \$9,000 in 1987. The recommendation is based on the following:

- Rapid response is required - the agency has exhausted internal resources available to cover expenses in 1985 and is unable to continue that support in 1986. If additional resources are not available, fewer children requiring day care subsidy will be served.



- Response to a specific United Way request - the Social Service Committee has identified day care as one of three services for targetting of funds. The Committee indicated to the agency an interest in funding additional day care services.

Discussion with the Review Committee began in 1984 when the merger with the nursery school was first proposed. The Committee suggested in May 1985 that the agency include a funding request for this service with its interim year report due August 1. The Committee discussed the funding proposal with the agency in October 1985.

- Funding on a one-time two year basis - the request is for temporary funding to allow the agency to increase revenues from parents fees gradually over the next two years. In 1988 fees and government contracts would then be the total support for the service. No United Way funds are being requested nor are they anticipated by the agency for ongoing support of the school.

#### OTHER COMMENTS

This request was first presented to the Allocations Coordinating Committee (ACC) as part of the over-recommendations last fall. It was suggested then by ACC that the review committee reconsider the five over-recommendation requests and possibly resubmit requests to the New Initiative Fund (N.I.F.) that met the NIF guidelines.

RL.5.11



March 18, 1986

1986 New Initiatives and Emergencies Fund

Opening Balance - January 1, 1986	\$720,600
1) <u>Emergency Financial Assistance Fund</u> - previously approved three year grant. Managed by United Way Information and Referral Department. Funds to 11 agencies for fuel, utilities, shelter, food, medical and transportation emergencies (includes affiliates and non-affiliates)	(40,000)
2) <u>Casa Myrna Vazquez</u> - emergency service needs resulting from fire at shelter	(20,000)
3) <u>Teen Services Initiative</u> - 1986 set-aside for 4 months funding at \$350,000 annual rate beginning September, 1986.	(117,000)
4) <u>Teen Services Initiative</u> - additional project support costs. Total support costs of \$24,000 including \$10,500 for Teen Resource Booklet.	( 9,000)
5) <u>Greater Lynn Mental Health Association</u> - emergency service needs resulting from residential fire	(10,900)
6) <u>Liability Insurance</u> - incidental project costs. Principal costs being covered pro-bono by Bain and Co.	up to ( 3,000)
<b>CURRENT BALANCE</b>	<b>\$520,700</b>
7) <u>Catholic Family Services</u> - two year grant for sliding fee scale day care. To be paid \$14,000 in 86, and \$9,000 in 87.	\$ (23,000)
<b>Balance Pending Board Approval</b>	<b>\$497,700</b>

LG.5.48





TO: Board of Directors  
FROM: Bob Cowden, Chairperson  
Allocations Coordinating Committee  
DATE: February 27, 1986  
RE: FOR YOUR INFORMATION - EVALUATION SUMMARY OF THE MULTI-YEAR ALLOCATIONS PROCESS

There is a high degree of satisfaction with the multi-year allocations process and overwhelming support for its retention, according to a survey of United Way allocations volunteers, staff and affiliated agencies.

Major benefits cited include:

- o Greater emphasis on long-range planning activities by agencies and allocations volunteers
- o Less time spent preparing and reviewing allocation request materials on the part of agencies and allocations volunteers
- o Reduced paperwork

#### B A C K G R O U N D

In 1985, the United Way conducted a comprehensive evaluation of the multi-year allocation process implemented in 1983.

The survey was designed to evaluate the impact of multi-year allocations on four major areas: time use, paperwork, long range planning and financial planning. Overall satisfaction with the process was also assessed.

Survey questionnaires were sent to:

- o The executive directors and board presidents of the 71 affiliated agencies participating in a multi-year cycle
- o Allocations volunteers
- o Agency Relations and Allocations Department (ARAD) Review Committee Staff

Responses were received from 61 agency executive directors (86%), 19 board presidents or designees (27%), 49 allocations volunteers (20%) and 6 ARAD staff (100%).

#### F I N D I N G S

The impact of the multi-year allocations process was as follows:

##### Long-Range Planning

- o 95% of allocations volunteers, nearly 75% of agency executives and 100% of ARAD staff felt the process encouraged agencies to conduct long-range planning



- o 80% of allocation volunteers felt the process increased their Committee's capacity to:
  - review agencies and their long range plans in light of United Way priorities
  - discuss overall policy, priorities and future directions during meetings with agencies
- o A majority of allocations volunteers felt the process better enables the Committees to develop new initiatives

#### Financial Planning

- o 92% of agency directors, 84% of allocation volunteers and 100% of ARAD staff believe the process has helped agencies to plan their budgets
- o Almost 2/3 of agency directors and allocations volunteers felt the process has helped agencies stabilize their budgets

#### Time Use and Paperwork

- o 92% of agency executives spent less time in report preparation
- o 76% of allocation volunteers spent less time reviewing reports
- o All ARAD staff spent less time reviewing agency allocation materials and preparing allocation reports

#### Satisfaction Level

Overall attitudes toward the multi-year allocations process were very positive as most respondents, including 90% of agency directors, were somewhat or very satisfied with it.

Several areas of concern were cited by respondents. The issues mentioned most frequently include the following:

- o The system needs additional flexibility to respond to unanticipated agency needs that occur during the three year cycle
- o Not all agencies are capable of developing long-range plans and budgets
- o Agencies may not get enough Committee time and attention during the interim years of the cycle

However, these issues notwithstanding, there is overwhelming agreement (95% executives, 100% board presidents, 94% allocations volunteers and 100% ARAD Staff) that the multi-year allocations process be retained.





# NEW ENGLAND Israel Histadrut Committee

An Affiliate of the National Committee for Labor Israel — Israel Histadrut Campaign, Inc.

25 HUNTINGTON AVENUE

ROOM 607

BOSTON, MA 02116

267-3572

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RONALD M. ALMAN, Chairman

**Co-Chairmen** GEORGE E. CARPENTER, JR.  
NATHAN SANDLER  
DONALD SIEGEL

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**Labor Zionist Alliance**  
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ALBERT A. COHEN, Co-Chairman  
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**Regional Co-Chairmen** SAMUEL GURWITZ, Worcester  
NICHOLAS ROUSSOS, Fall River

**Director** LOUIS KANEKSON

**Founder** \*ALEXANDER SHAPIRO

\*Deceased

March 12, 1986

Dear George,

You are cordially invited to be a Head Table Guest at the Histadrut Trade Union Dinner, honoring Ronald M. Alman, International Vice President of the ILGWU, at the Kennedy Library, Boston, on Monday, April 28, 1986.

The dinner will be preceded by a tour of the Library at 6:00 p.m. Cocktails will be served at 6:30, and at 7:30 o'clock, head table guests will assemble for the dais.

Please advise us that you plan to be with us so that a place can be reserved in your name. R.S.V.P. to 267-3572.

We look forward to having you with us at this gala event.

Sincerely,

ARTHUR R. OSBORN  
Dinner Chairman

P.S. Informal attire is requested.



Rec 3/24

# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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Gene Upshaw

March 20, 1986

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Floor  
Boston, Massachusetts 02108

Dear Brother Osborn:

This year, the AFL-CIO Regional Conferences will experiment with a new format--the satellite video conference.

On Saturday, June 14 we will hold a nationwide live television video conference. It will be broadcast from Washington, D.C. by satellite to 20 sites across the country. At each of those sites, participants in the day-long conference will see the program live on large-screen television, and they will be in continuous two-way telephone communications with coordinators in the studio in Washington. The program is planned so that the people at the meetings in the regions will not just watch, but also be actively involved in the programs and workshops all day. The AFL-CIO will also be providing lunch for the participants.

The technical arrangements for the video conference will be handled by the Labor Institute for Public Affairs.

AFL-CIO Regional Director John F. O'Malley has been asked to work with you in locating a union hall near Boston that can be set up to receive the satellite transmission and accommodate about 300 conference participants.

Once the hall is decided on, LIPA will make all the arrangements for bringing in a satellite receiving dish, projectors and screens, telephone hook-ups and other technical details.

We need to have the recommendation on the hall as soon as possible so that LIPA can send out a technical crew to do a survey of the site and make sure it can be set up to receive the transmission.



A checklist of the criteria for choosing a site is attached, and the regional directors will also have copies. Once a good site has been decided on, the regional director will send in the recommendation to President Kirkland's office. LIPA will then start the technical survey. If for some technical reason that hall cannot be used, we will ask the regional director to work with you to provide a second choice.

Thank you very much for your help.

Sincerely and fraternally,



Susan Dunlop  
Assistant to the President

Attachment

cc: John F. O'Malley  
Alan Kistler  
Charlie McDonald



## 1986 AFL-CIO VIDEO REGIONAL CONFERENCE

CITY: BOSTON

### CHECK LIST FOR SELECTING UNION HALL SITE FOR VIDEO REGIONAL CONFERENCE

- The union hall should be located away from the downtown area in order to avoid interference with receiving the signal
- Site should not be surrounded by tall buildings or tall trees in the immediate vicinity of the building
- The hall must accommodate at least 300 people in theater-style seating to view video screen projection at one end of the room, there must be about 20 feet of space for the video projector and screen
- The hall should be equipped with a telephone line on the premises
- The hall should have some standard form of public address system
- Adequate space should be available in parking area for placement of a trailer-mounted portable satellite dish
- Local union approves use of hall

---

### UNION HALL SELECTED FOR JUNE 14 VIDEO CONFERENCE:

Return to: Susan Dunlop, Assistant to the President, AFL-CIO  
815 Sixteenth Street, N.W.  
Washington, D. C. 20006

Name of Local Union Hall: \_\_\_\_\_

President of Local Union: \_\_\_\_\_

Address: \_\_\_\_\_  
(Street Address)

\_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ (Zip)

Telephone: ( ) - \_\_\_\_\_

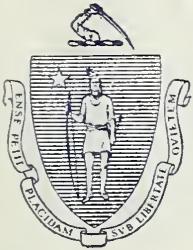
Person to contact to arrange time for LIPA's technical site survey of union hall:

\_\_\_\_\_ Telephone: ( ) - \_\_\_\_\_

AFL-CIO Regional Director: \_\_\_\_\_



Rec 3/24



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE DEPARTMENT  
STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS  
GOVERNOR

March 21, 1986

Mr. Arthur R Osborn  
President  
AFL/CIO  
8 Beacon Street  
Boston MA 02108

Dear Mr. Osborn: *Arthur*

Thank you for your letter endorsing the candidacy of Mr. Andrew Woronka for appointment to the Methuen Housing Authority.

As you may realize, we have had many requests for this position, and it will not be an easy decision. You can be assured, however, that Mr. Andrew Woronka's candidacy will be given every consideration and that your recommendation will become part of his personnel file.

Thank you for bringing this fine candidate to our attention.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nicholas T. Mitropoulos".

Nicholas T. Mitropoulos  
Director of Personnel

NTM/cps  
cc: Kate Racer



# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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John T. Joyce  
Larry L. Dugan, Jr.  
Gene Upshaw

March 13, 1986

**TO: ALL PRESIDENTS OF NATIONAL AND INTERNATIONAL UNIONS**

Dear Trade Unionist:

The AFL-CIO Work Measurement and Wage Incentives Institute of the AFL-CIO Industrial Engineering Institutes has been redesigned for 1986. Rather than a two-week program on Time Study, it will now run one week -- May 11-16 at the University of Wisconsin's School for Workers. These revisions reduce the staff time involved and expenses (excluding travel) by more than half, while retaining the Institute's purpose of broad training in work measurement for full-time union representatives.

The Institute's scope has also been broadened to include work measurement in clerical and service industry settings. Corporations have redirected attention of their work measurement specialists to work performed in these occupations and they seem to be repeating many of the same mistakes they made with factory production workers. As unions expand organizing efforts to these workers, it is essential that national union representatives understand how employers develop, use and abuse these techniques.

However, the course content will not ignore the traditional work measurement techniques. But these elements have also been redesigned to spend more time on the more modern gainsharing systems, and predetermined time systems.

The elements that have been cut from the course content are those that are obtainable in other programs, e.g., some of the arbitration elements, and those we plan to offer later.

The above changes reflect the recommendations of the Review Committee. These Institutes, jointly sponsored by the AFL-CIO Economic Research Department and the University of Wisconsin's School for Workers, began in 1958 and nearly 1,000 full-time union staff representatives have since graduated. We believe the need for this type of training exists today as it has in the past, yet we had to cancel the programs the last three years because of low registration. This year we need a minimum of 25 enrollments before the April 25 deadline to justify the cost.

I have enclosed a copy of the brochure. If you need additional information, contact John Zalusky of the AFL-CIO Economic Research Department (202) 637--5173.

Sincerely and fraternally,

Secretary-Treasurer

enclosure



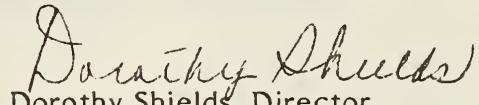
programs the last three years because of low registration. We need a minimum of 25 enrollments before the April 25 deadline this year to justify the cost.

Five copies of the brochure are enclosed. If you need more brochures or additional information, contact John Zalusky of the AFL-CIO Economic Research Department (202) 637-5173.

Sincerely and fraternally,



Rudy Oswald, Director  
Department of Economic Research



Dorothy Shields, Director  
Department of Education

enclosures



# American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
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Marvin J. Boede  
John T. Joyce  
Larry L. Dugan, Jr.  
Gene Upshaw

March 14, 1986

**TO: RESEARCH AND EDUCATION DIRECTORS OF NATIONAL AND INTERNATIONAL UNIONS**

Dear Trade Unionist:

Enclosed is a copy of a letter and five copies of the brochures sent to the President of your Union announcing the 1986 Work Measurement and Wage Incentive Institute (formerly the Time Study Institute). The Institute has been redesigned for 1986. Rather than a two-week program it will now run one week -- May 11-16 at the University of Wisconsin's School for Workers. These revisions reduce the staff time involved and expenses (excluding travel) by more than half, while retaining the Institute's purpose of broad training in work measurement for full-time union representatives.

The Institute's scope has also been broadened to include work measurement in clerical and service industry settings. Corporations have redirected attention of their work measurement specialists to work performed in these occupations and they seem to be repeating many of the same mistakes made with factory production workers. It is important the unions representing white collar workers learn from labor's earlier experience. As unions expand organizing efforts to these workers, it is essential that national union representatives understand how employers develop, use and abuse the techniques of work measurement.

The course content will not ignore the traditional work measurement techniques. But these elements have also been redesigned to spend time on an introduction to the modern gainsharing systems, and predetermined time systems.

The elements that have been cut from the course content are those that are obtainable in other programs, e.g., some of the elements dealing with arbitration and those we plan to offer more intensely later.

We believe the above changes address the expressed concern of the Review Committee. These Institutes, jointly sponsored by the AFL-CIO Economic Research Department and the University of Wisconsin's School for Workers, began in 1958 and nearly 1,000 full-time union staff representatives have since graduated. The need for this type of training exists today as it has in the past, yet we had to cancel the



You are cordially invited to attend  
A Corner Stone Laying Ceremony  
at the new

Joseph W. Joyce Training Facility  
of the

Sheet Metal Workers' Local Union 17

at

1181 Adams Street  
Dorchester, MA

April 9, 1986 at 11:00 a.m.

Refreshments to be served



## General Information:

Enrollment is limited in the Institute, depending on the available facilities. It will be on a first-come, first-served basis with consideration given to allocating available space among national and international unions affiliated with the AFL-CIO. Mail registration form and fee to School for Workers Registration, 422 Lowell Hall, 610 Langdon Street, Madison, WI 53703. Advance registration is required. Please make check payable to University of Wisconsin-Extension. The deadline for registering is April 25, 1986. A \$39 fee will be assessed for cancellations received after May 8, 1986 by 4:00 p.m. Fee covers: instruction, program materials, lodging, meals and coffee breaks.

Fee for Single Occupancy \$408 per person  
Fee for Double Occupancy \$350 per person

## Schedules:

Final registration takes place in Madison on the Sunday afternoon of the program at 4:00 p.m. Classes run from 8:30 a.m. to 4:00 p.m. (with breaks for coffee and lunch). Evening programs will be scheduled on some days. All participants are expected to attend every session through the closing lunch on Friday.

## Housing and Meals:

Participants are housed in double or single accommodations (limited number of singles) in the J. F. Friedrich Center for Continuing Education located on the west end of the University campus. Classrooms, living rooms and eating facilities are combined in the one building which features private baths and central air conditioning. Participants are urged to make their housing reservations in this facility where we have reserved a block of rooms. You may choose to stay in a private motel but the location of the Center will make transportation to and from classes something of a problem.

## Parking:

Available at a cost of \$2.00 per day. Parking permits are purchased upon arrival.

If you have any questions concerning this program, contact the School for Workers—phone (608) 262-2111.

May 11-16, 1986  
WORK MEASUREMENT AND WAGE INCENTIVES

## ADDRESS CORRECTION REQUESTED

Madison, Wisconsin 53703  
610 Langdon Street

422 Lowell Hall  
School for Workers

UNIVERSITY OF WISCONSIN-EXTENSION

**UWEX**

**WORK MEASUREMENT  
AND WAGE  
INCENTIVES**  
An Industrial Engineering Institute  
for Full-Time Union Staff  
**May 11-16, 1986**  
at the  
**J. F. Friedrich Center**  
**University of Wisconsin-Madison**



Sponsored by the AFL-CIO  
Department of Economic Research  
University of Wisconsin-Extension  
School for Workers

Nonprofit Organization  
PAID  
U.S. POSTAGE  
Madison, Wisconsin  
Permit No. 1425

## Registration Form:

# WORK MEASUREMENT AND WAGE INCENTIVES May 11-16, 1986

Soc. Sec. No. \_\_\_\_\_  
*(Not mandatory—used only to ensure accessibility and accuracy of your educational report)*

Name \_\_\_\_\_  
Address \_\_\_\_\_ street \_\_\_\_\_  
city \_\_\_\_\_ state \_\_\_\_\_ zip \_\_\_\_\_  
Union \_\_\_\_\_  
Position \_\_\_\_\_

Phone (\_\_\_\_\_) area code \_\_\_\_\_ daytime number / evening number

### Please bring a hand calculator.

### Fees:

Check appropriate rate below for each participant. A room cannot be reserved unless you check the appropriate rate.

Sunday Evening-Friday Noon

Single Occupancy \$408 per person  
 Double Occupancy \$350 per person

A check for \$ \_\_\_\_\_ is enclosed. Make check payable to UW-Extension and mail with this form. Deadline for registering is April 25, 1986.

### Mail to:

School for Workers Registration  
422 Lowell Hall  
610 Langdon Street  
Madison, Wisconsin 53703

*UW-Extension provides equal opportunities in employment and programming including Title IX requirements.*

If you are handicapped and desire special accommodations, please advise us before registration. Requests will be kept confidential.

### Purpose:

This Institute is designed to provide the knowledge and understanding needed by union staff members to better represent union members in the areas of time study, synthetic work measurement and wage incentives.

The Institute is for full-time international representatives, business agents, union education and research department personnel, and other full-time union representatives and staff whose organizations are affiliated with the AFL-CIO. It provides an opportunity for continuing study in the complex field of industrial engineering and of industrial engineering problems in the collective bargaining process.

Production standards and wage incentive systems have penetrated all industrial sectors, from manufacturing to the service sector. This institute will review the work measurement techniques used throughout the economy.

### The Program:

This Institute provides a working knowledge of the various systems used by management to establish work production and incentive work standards. Instruction covers the theories, assumptions and applications of stop watch time study, standard data, work sampling and predetermined motion time systems and their relationship to wage incentives. Particular attention is given to their shortcomings and limitations. Instruction includes practical experience in work measurement techniques. Collective bargaining problems related to contract language, grievances and arbitration are given sufficient attention to equip participants to deal with these problems in the field.

- Time Study
- Standard Data
- Predetermined Motion Time Systems
- Work Sampling
- Computerized Work Measurement
- Wage Incentives
- Gainsharing
- Production Standard Grievances
- Contract Language

### The Institute Staff:

The Institute is under the joint sponsorship of the AFL-CIO Department of Economic Research and the University of Wisconsin-Extension School for Workers. These two institutions have been cooperating in joint training programs for full-time union staff for over 20 years. This program has been and continues to be a most important source of work measurement training for all segments of the labor movement. The staff consists of leading authorities in the field of industrial engineering from unions and universities.





# MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

April 1986

To: All Affiliates:

Dear Brothers and Sisters:

The welfare of workers on the job and at home is the primary concern of the American Labor Movement. In keeping with this tradition organized labor has consistently supported the purchase of U.S. Savings Bonds by union members & their families. The bond program enables working men & women to help themselves save for their future and participate in the economic well being of the country.

The current variable rate in effect until April 30, 1986 is 8.36%, resulting in 9.69% overall average since its' inception in November 1982. Most important, if market rates drop sharply, bonds have the added protection of a guaranteed minimum of 7.5 percent, when held at least 5 years. Also, all Series E and EE bonds issued after October 1947 earn the market based rate if held until after their first semi-annual interest date on or after November 1, 1987. We ask you to pass on this good news to your members.

Please send a copy of the enclosed letter and interest rate summary to your members and mail a copy of the letter to the bond division. A supply of bond leaflets for a general meeting, posters and ads/editorials for newspapers and newsletters are available by telephoning (617) 223-2921 or writing to the following address: U. S. Savings Bonds Division, One Dock Square, Boston, MA 02109.

Your leadership is an important factor in making our annual campaign successful. Please take this opportunity to help your members to a more secure financial future and inform them of the advantages of joining the Savings Bond Program. Your continuing support will be greatly appreciated.

Fraternally,

Arthur R. Osborn  
President

George E. Carpenter, Jr.  
Secretary-Treasurer

MASSACHUSETTS / AFL-CIO  
8 Beacon Street, Boston, MA 02108  
Telephone: (617) 227-8260





Re 3/24

C  
Labor Affairs Office  
100 Summer Street  
Boston Massachusetts 02110  
617/956-3178  
617/956-3169

One Moody Street  
Waltham, MA 02154

March 21, 1986

Mr. Arthur Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

Just a short note to thank you for taking time from your schedule to attend our Labor Seminar in Springfield.

I appreciate the fact that you have a hectic schedule and that you did take the time to be with us. Your comments were appreciated and your attendance helped us come to the conclusion that it was a successful Labor Seminar.

Many thanks and I owe you one!

Sincerely,

  
Robert J. Halloran  
Director

RJH:ceh

CC: J. Conlon



Boston University

Metropolitan College  
755 Commonwealth Avenue  
Boston, Massachusetts 02215



Refer to  
Communication  
pt 8 C

Mr. George E. Carpenter, Jr.  
AFL-CIO  
8 Beacon Street  
Boston, MA 02109

FROM: Nicholas Washienko, Ph.D.  
Director of Special Programs *Nicholas Washienko*

SUBJECT: An Intensive One-Day Institute: The New Legal Perils In Human Resources

When was the last time you and your staff were briefed on employment law? If it was as recently as six months ago, you are now out of date. And if you are congratulating yourself on implementing a sound program for dealing with Affirmative Action and EAW, your troubles have probably just begun.

The frightening truth is that the areas of labor and employment law that can burn you today go far beyond age, sex, or race discrimination! Now you can be sued for mishandling job-related stress, drug testing, and employer recommendations.

If you are a senior executive, human resources manager, or attorney representing companies or employees, then you will find this session essential. It is scheduled to be held on:

June 6, 1986 Boston, Massachusetts  
July 11, 1986 New York, New York

Now you don't have to wait to react; you can act -- and avoid the potential catastrophic financial impact of not doing so (see page 4).

This program has a built-in bonus: it alerts you not only to present but also to potential changes in the laws of your specific jurisdiction. In short, it is your own "hotline" into labor and employment law--not as it was five years ago, not as it was six months ago, but as it is today and will be tomorrow.

We strongly urge you to read the enclosed prospectus which describes the program in detail. Then call Ms. Joan Merrick, Boston University Seminar Coordinator, at (617) 738-5020 to confirm your registration. We know this could be one of the most important meetings you will attend this year.

P.S. By the time you get to the session, new decisions will have impacted some issues. Because our job is to stay completely current, you can be sure you will get any and all information that has become available between your receipt of this letter and the session itself.





Reber  
JDS  
J. S. Commemorative  
Pin





Please enter \_\_\_\_\_ reservations for the Construction Industry and Building Trades Dinner in honor of Louis A. Mandarini on Thursday, May 8, at the Park Plaza Hotel.

Enclosed is payment in the amount of \$ \_\_\_\_\_  
at \$65 per person (\$650 table of ten)  
(Please make payable to:  
Development Corporation for Israel)

Name(s) \_\_\_\_\_  
(please print)

Firm/Union \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

In honor of  
**LOUIS A. MANDARINI**

I would like to purchase a State of Israel Security  
in the amount of \$\_\_\_\_\_.

Name(s) \_\_\_\_\_  
(please print)

Firm/Union\_\_\_\_\_

Address\_\_\_\_\_

City\_\_\_\_\_ State\_\_\_\_\_ Zip\_\_\_\_\_

Home phone \_\_\_\_\_ Business phone \_\_\_\_\_

Please send me the latest prospectus and an investment  
form for:

- State of Israel Seventh Development Issue
- State of Israel Variable Rate Issue
- State of Israel Individual Variable Rate Issue
- Other \_\_\_\_\_

[over]

**HONOR CATEGORIES  
STATE OF ISRAEL BONDS**

President's Club .....	\$ 100,000
Golden Trustee .....	\$ 50,000
Prime Minister's Club .....	\$ 25,000
Ambassador's Society of Trustees .....	\$ 10,000
Builder of the Negev/Golda Meir Club .....	\$ 5,000
Guardian of Peace .....	\$ 2,500
Guardian of Israel .....	\$ 1,000

Please list guests and seating preferences below  
and return with your reservation form

YOUR NAME	<hr/>		
FIRM/UNION	<hr/>		
ADDRESS	<hr/>	CITY	<hr/>
Name(s)	<hr/>	City	<hr/>
Address	<hr/>	Zip	<hr/>
Name(s)	<hr/>	City	<hr/>
Address	<hr/>	Zip	<hr/>
Name(s)	<hr/>	City	<hr/>
Address	<hr/>	Zip	<hr/>
Name(s)	<hr/>	City	<hr/>
Address	<hr/>	Zip	<hr/>
Name(s)	<hr/>	City	<hr/>
Address	<hr/>	Zip	<hr/>



Throughout its more than three and one-half decades of nationhood, the State of Israel has had one paramount goal . . . the creation of a Jewish homeland which is accorded full recognition as a sovereign state, dedicated to peace . . . with its neighbors in the Middle East and with all nations in the Global Village. A vital instrumentality in the pursuit of peace has been the Israel Bond singular, designed to attract investment capital from friends and allies for the development of a stable and independent economic infrastructure.

In the thirty-six years of the Israel Bond program, revenues for economic development have exceeded \$7.5 billion with a substantial share of investments coming from non-Jewish sources, linked to Israel because of its unyielding quest for peace and its unwavering adherence to democratic ideals in the conduct of its governmental affairs.

No such entity has been more closely allied with Israel and more steadfast in its support of the Israel Bond program than the United States labor movement. In recognition of that alliance and that support, we pay homage to a union official of outstanding achievement and demonstrated leadership—Louis A. Mandarini, Business Manager of Laborers Local Union 22.

With a record of membership in Local 22 which spans thirty-five years, holding such eminent and responsible posts as Executive Board Member and President before assuming his Business Manager role in 1957, Louis Mandarini has exemplified the distinctive traits of character and manifested the notable qualities of moral strength that are the hallmark of the inspirational leader and the responsible citizen.

Within the labor movement, his unique abilities have been acknowledged by his peers with election to such important posts as Secretary-Treasurer of the Massachusetts Building Trades Council, AFL-CIO; Chairman of the Massachusetts Laborers Pension Fund; Executive Board Member of the Massachusetts Laborers District Council; and Chairman of the Board of Agents for the Boston Building Trades Council.

This proud record of achievement is matched by his extraordinary involvement in communal activities, where he has served as a member of the Medford Planning Board; member of the Advisory Board to the Secretary of State; Co-Chairman of Histadrut; Board Member of the Kidney Foundation; and a Director of the Handi-Kids Foundation, which selected him as Man of the Year in 1977. In addition, he has served as an Associate Chairman of the Israel Bond Organization's Construction and Building Trades Dinner for the past several years.

Honorable, Dedicated, Inspirational Leader, Louis Mandarini has confirmed in a lifetime of devotion to the progress of the labor movement and to the tenets of democracy that he is a truly meritorious recipient of the Israel Peace Medal.

# STATE of ISRAEL BONDS

## CONSTRUCTION INDUSTRY AND BUILDING TRADES DINNER

### Dinner Chairman

**JOHN F. X. DAVOREN**

### Legislative Director

Massachusetts Building Trades Council

### Honorary Tribute Chairman

**HIS EXCELLENCY MICHAEL S. DUKAKIS**

### Governor

Commonwealth of Massachusetts

### Honorary Chairman

**ARTHUR E. COIA**

### General Secretary-Treasurer

Laborers International Union of North America

### Associate Chairmen

**BENNY CUTONE**

### President

Laborers Local 22

### CHARLES DeROSA

Business Manager

Operating Engineers Local 4

### LOUIS A. MANDARINI, JR.

Secretary-Treasurer

Laborers Local 22

### THOMAS MASIELLO

### Fund Manager

Massachusetts Laborers Benefit Fund

**JAMES V. MERLONI, JR.**

### Administrator

New England Laborers Training Trust Fund

### Tribute Chairmen

**THOMAS G. EVERE, JR.**

### President

Massachusetts Building Trades Council

### THOMAS S. GUNNING

Executive Director

Building Trades Employers Association

**LEONARD RUDOFSKY**

### President

Beaver Builders, Inc.

### SIDNEY SHUMAN

### Treasurer

Shuman Construction Co.

### STANLEY SHUMAN

### President

Shuman Construction Co.

### S. PETER VOLPE

### President

The Volpe Construction Co., Inc.

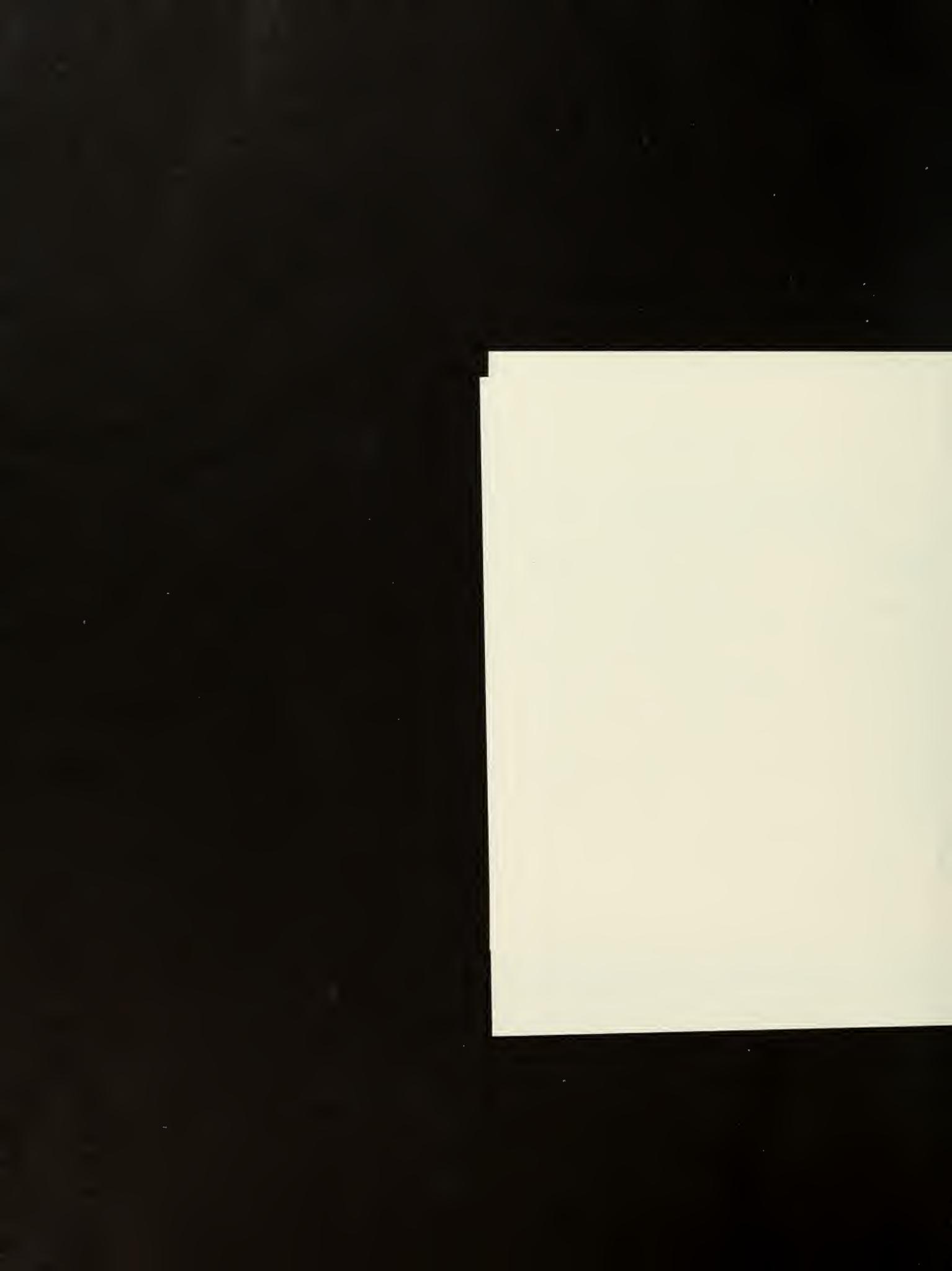
## GREATER BOSTON COMMITTEE STATE OF ISRAEL BONDS

### General Chairman

**LEO KARAS**

### Campaign Chairman

**HARVEY ALLEN**



You are cordially invited to the  
Construction Industry  
and  
Building Trades Dinner  
State of Israel Bonds  
at which  
**Louis A. Mandarini**  
Business Manager – Laborers Local 22  
Secretary-Treasurer  
Massachusetts Building Trades Council  
will be recipient of the  
Israel Peace Medal

Thursday, May 8, 1986  
6:00 p.m.

Park Plaza Hotel  
Park Square  
Boston, Massachusetts

Distinguished Guest  
**Frank Gervasi**  
Middle-East Expert

Please respond

STATE of ISRAEL BONDS

## TRIBUTE COMMITTEE

LIONEL M. BALDWIN Baldwin Steel Erection Co., Inc.	ALBERT J. GALLANT Laborers Local 39	JOSEPH M. QUILTY Iron Workers International Association
ROBERT BANKS Iron Workers Local 7	JAMES F. GROSSO Associated General Contractors of Massachusetts	LEO A. REED, ESQ. Building Trades Employers Association
NICHOLAS BONFIGLIO Massachusetts Laborers District Council	EDWARD GUZOVSKY Guzovsky Electrical Corp.	GEORGE W. RIPLEY Commissioner Department of Labor and Industries
REV. EDWARD F. BOYLE, S.J. The Labor Guild	ROBERT HAYNES Iron Workers Local 7	SHERMAN G. SASS Martin E. Segal Co.
ANGELO R. BUONOPANE Boston Cement Masons Local 534	ROBERT KEOGH Sheet Metal Workers Local 17	LOUIS M. SHUMAN Matrix Construction Corp.
ROBERT P. CACCIA Fort Hill Investors	MURRAY H. LILLY Columbia Construction Co.	DONALD J. SIEGEL, ESQ. Segal, Roitman & Coleman
GEORGE CARPENTER Massachusetts AFL-CIO Council	HAROLD P. LYNCH Roofers Local 33	ANDRIS J. SILINS Boston District Council of Carpenters
SILVINO CASTELLO, JR. Laborers Local 385	DOMINIC R. MARRAFFA Laborers Local 14	KENNETH S. SISSON American Architectural Iron Co., Inc.
PATRICK CATALANO Iron Workers Local 7	ROBERT D. MARSHALL Carpenters Local 33	CHARLES F. SPILLANE Boston Building Trades Council
FRANK J. COCO Laborers Local 175	PATRICK J. MELE Laborers Local 473	EDWARD C. SULLIVAN Elevator Constructors Local 4
RICHARD W. COLEMAN, ESQ. Segal, Roitman & Coleman	JAMES V. MERLONI Massachusetts Laborers District Council	EDSON H. THOMPSON Carpenters Local 33
JAMES B. CONLEY Iron Workers Local 7	LOUIS R. NICKINELLO Ackerley Communications	ALVAN H. TUCKER Tucker Concrete Form Co.
JAMES DALEY Laborers Local 39	RALPH W. NILES The Volpe Construction Co., Inc.	LEONARD TUCKER Tucker Concrete Form Co.
ROBERT J. DELLOVO Martin E. Segal Co.	JOHN D. O'REILLY, III Labor Relations of C.I.M.	PATRICK WALSH Laborers Local 223
ROBERT E. DICKINSON Agreement, Inc.	ARTHUR R. OSSBORN Massachusetts AFL-CIO Council	ROBERT C. WEATHERBEE Carpenters Local 40
PAUL J. EUSTACE Secretary of Labor	BENEDETTO OTTAVIANI Laborers Local 609	